

# **MINUTES OF THE COMMISSION FOR HUMAN RIGHTS**

**NOVEMBER 22, 2013**

**A meeting of the Commission for Human Rights was held on Friday, November 22, 2013 in the agency conference room. Present at the meeting were Commissioners John B. Susa, Chair, Camille Vella-Wilkinson, Alton W. Wiley, Jr., Esq. and Rochelle Bates Lee Commissioners Alberto Aponte Cardona, Esq., Iraida Williams and Nancy Kolman Ventrone were not present. The meeting commenced at 9:55 a.m.**

**A Motion to approve the minutes of September 27, 2013 was made by Commissioner Wiley. The Motion was seconded by Commissioner Vella-Wilkinson and carried.**

**A Motion to approve the minutes of October 15, 2013 was made by Commissioner Vella-Wilkinson. The Motion was seconded by Commissioner Wiley and carried.**

**A Motion to approve the minutes of October 18, 2013 was made by Commissioner Wiley. The Motion was seconded by Commissioner Vella-Wilkinson and carried.**

**Status Report of Michael D. Évora, Executive Director**

**A written report was handed out. All new information is in bold print.**

**Case Production Report – Attached**

**Aged Case Report – No aged cases to report.**

**Outreach Report – Attached**

**The Executive Director reported that the Annual Report has been completed and will be printed by the end of this year.**

## **STATUS REPORT – COMMISSIONERS**

**GENERAL STATUS:** The Commissioners are continuing to operate while waiting for information on Commissioner re-appointments.

**Commissioner Meeting -2- November 22, 2013**

**OUTREACH:** Commissioner Vella-Wilkinson reported that she participated in Warwick's Military Appreciation month programs. She also worked with the Lincoln Park playground project which has been given a grant to expand it into a multigenerational park to include

**senior citizens.**

**Commissioner Vella-Wilkinson gave the Commission an update on the Sober Houses which are located in several sections of Warwick and will meet to discuss their compliance with applicable standards.**

**STATUS REPORT – LEGAL COUNSEL : Cynthia Hiatt and Francis Gaschen. Legal Counsel reported that the holiday party luncheon will be December 13, 2013 after the next Commissioner meeting.**

**LITIGATION: Legal Counsel and the Commissioners discussed pending litigation in which the Commission has a role. Report attached**

#### **LEGISLATION:**

**The Commissioners discussed the submission of legislation relating to the standard for finding retaliation under the Fair Employment Practices Act. They approved asking for the input from community groups on the wording of the proposed legislation.**

**REGULATIONS: Legal Counsel and Commissioners discussed the fourth set of economic impact statements for the Commission regulations. The Motion to approve the economic impact statements was made by Commissioner Vella-Wilkinson. The Motion was**

**seconded by Commissioner Lee and carried.**

**Legal Counsel Gaschen reported that the hearing date for the Public Hearing for proposed Housing Regulations will be January 17, 2014 at 9:30 a.m.**

**Commissioner Meeting    November 22, 2013**

**STATUS OF HEARING CASES/HEARING SCHEDULE: Discussed**

**The meeting adjourned at 11:15 a.m. The next regular meeting will be on**

**Friday, December 13, 2013 at 9:30 a.m.**

**Respectfully Submitted,**

**Michael D. Évora**  
**Executive Director**

**Notes taken by B. Ross**

**EXECUTIVE DIRECTOR'S  
REPORT TO COMMISSIONERS  
22 November 2013**

**I. BUDGET**

**S = State/General Revenue; F = Federal (EEOC/HUD); T = Total**

	<b>FY 2014</b>	<b>FY 2014</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2015</b>
	<b>(Recomm.)</b>	<b>(Enacted)</b>	<b>(Rev.Req.)</b>	<b>(Unconstr.)</b>	<b>(Constr.)</b>
<b>S</b>	<b>1,150,785</b>	<b>1,150,785</b>	<b>1,150,785</b>	<b>1,184,229</b>	<b>1,095,286</b>
<b>F</b>	<b>308,638</b>	<b>308,638</b>	<b>318,987</b>	<b>303,788</b>	<b>318,035</b>
<b>T</b>	<b>1,459,423</b>	<b>1,459,423</b>	<b>1,469,772</b>	<b>1,488,017</b>	<b>1,413,321</b>

**The Commission's FY 14 (Revised) and FY 15 (Proposed) Budgets were submitted to the Governor on September 11. The submission included a Budget Impact Statement detailing the consequences to be realized should the seven percent general revenue decrease requested of all state agencies be implemented for the Commission [see Constrained Budget above].**

## **II. FEDERAL CONTRACTS**

**EEOC – For federal FY 2012 (beginning October 1, 2011), according to EEOC Project Director Marlene Toribio, we closed 237 co-filed cases.**

**Our contract with EEOC for FY 2012 was for 235 cases. For federal FY 2013 (beginning October 1, 2012), we closed 201 co-filed cases. Our contract with EEOC for FY13 was for 199 cases. For federal FY14 (beginning October 1, 2013), we have closed 25 co-filed cases; our contract is as yet unknown.**

**HUD – For FY12, according to HUD Project Director Angela Lovegrove, we took in 40 new housing charges, 37 of which were co-filed with HUD. Within this same time period, we processed 45 housing charges, 43 of which were co-filed with HUD. For FY13 (July 1, 2012 through June 30, 2013), we took in 51 new housing charges, all of which were co-filed with HUD. Within this same time period, we processed 50 cases, 47 of which were co-filed with HUD. For FY14 (beginning July 1, 2013), we have taken in 17 new housing charges, 16 of which are co-filed with HUD. Within this same time period, we have processed 16 cases, all of which were co-filed with HUD.**

**HUD APPROVES TWO PARTNERSHIP PROPOSALS – The Commission recently was advised that HUD approved our applications for Partnership Funds for two fair housing projects. The first grant, for approximately \$56,000, is for a targeted outreach**

(including development of training/education materials) to the LGBT community and victims of domestic violence. The second grant, for \$2,650.00, will be used to plan and conduct a seminar on mortgage lending discrimination and predatory lending in the month of April 2014; the event will be open to the public with invitations to groups including the RI Association of Realtors and local financial institutions.

### **III. PERSONNEL**

No new information.

### **IV. OUTREACH – Refer to attached report.**

### **V. GENERAL STATUS**

• Meetings with staff members – I continue to meet monthly with individual investigative staff members to monitor case production.

• Case Closures – Refer to attached report.

We ended FY 2012 slightly behind the prior fiscal year's case processing rate. In FY 2011, we processed 422 cases; in FY 2012, we processed 411 cases (approx. 3.5% decrease). For FY13, we processed 389 cases (approx. 5% decrease from FY12). For FY14 (beginning July 1, 2013), we have processed 118 cases (compare to

**125 cases in this same time period in FY13).**

**&#9679;Aged Cases – There are no aged cases in the Commission’s inventory for federal fiscal year 2014 (beginning October 1, 2013).**

**&#9679;Overall Case Inventory – The Commission had over 1000 cases in its inventory at the end of FY 1998. We ended FY11 with 323 cases in inventory, FY12 with 255 cases, and FY13 with 265 cases. As of 11/21/13, we had a total of 287 cases in inventory; 14 of these cases were pending assignment.**

**&#9679;Performance Management Initiative – On July 16, I met with the Governor’s Performance Management Team to discuss the Commission’s agreed-upon performance goals. The Team noted that the Commission is one of the only state agencies that consistently complies with the Performance Management Directive in a complete/timely manner. These meetings will occur quarterly.**

**&#9679;Annual Report – The Commission’s FY13 Annual Report has been completed. Once Dr. Susa reviews the Report, approves it, and signs the formal letter transmitting the Report to the Governor, the Report will be sent to print.**

**&#9679;Racial Profiling Prevention – Beginning on September 4, I have been meeting bi-weekly with a group of law enforcement and community representatives in an effort to review the Comprehensive**



**Racial Profiling Prevention Act (tentatively renamed the Comprehensive Community-Police Relationship Act). Meetings will occur through the end of December with the goal of identifying language for a 2014 bill on which both sides can agree.**

**Respectfully submitted,**

**Michael D. Évora**

**Executive Director**

**Attachments**